

## **New Opportunities for a Career in the NHS**

An exciting new recruitment initiative, launched by NHS England and Improvement and Health Education England in March 2021, is offering new opportunities for counsellors and psychotherapists with the required experience, qualifications and accreditation to undertake paid training to work in NHS IAPT services.

In the coming weeks, IAPT services across all regions of England will be advertising High Intensity Therapist posts for many of the NICE-recommended evidence-based therapies – Counselling for Depression<sup>1</sup>, Couple Therapy for Depression, Brief Dynamic Interpersonal Therapy (for depression), Interpersonal Psychotherapy (for depression) and Cognitive Behavioural Therapy (for anxiety and depression).

Successful applicants will receive training in the relevant therapy. All posts are salaried and training fees fully funded.

Applicants will need a recognised core profession and professional accreditation with a relevant professional body recognised for entry to the particular training linked to the post (see FAQs for further info). The posts are only open to people not already working within an IAPT service. Posts will be advertised by individual IAPT services on the NHS jobs website – [www.jobs.nhs.uk](http://www.jobs.nhs.uk). Some roles may also be advertised on Indeed or other recruitment platforms. For further information about this initiative, please see the FAQs.

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<sup>1</sup> Also known as "Person Centred Experiential Counselling for Depression"

## **NHS IAPT Recruitment Initiative Frequently Asked Questions (FAQ)**

### **What is IAPT?**

The Improving Access to Psychological Therapies (IAPT) programme was launched in 2008 to provide NICE-recommended psychological therapies for adults with mild, moderate and severe depression and anxiety disorders. In the past year alone more than one million people accessed NHS IAPT services for help to overcome their depression and anxiety, and better manage their mental health. IAPT services are provided directly by the NHS, as well as by third sector providers commissioned by the NHS.

IAPT offers a 'stepped care' system. At Step 2, qualified Psychological Wellbeing Practitioners (PWP) provide high volume, low intensity CBT-based interventions, for people with mild to moderate depression and anxiety disorders. At Step 3, qualified High Intensity Therapists deliver a range of NICE-recommended evidence-based therapies, including:

- Cognitive Behavioural Therapy (CBT)
- Counselling for Depression
- Couple Therapy for Depression
- Brief Dynamic Interpersonal Therapy (DIT) - for depression
- Interpersonal Psychotherapy for Depression (IPT) - for depression

Therapists need to have been trained in the particular therapy or therapies that they deliver in IAPT, with linked professional accreditation with the relevant professional body.

### **What is the NHS IAPT Recruitment Initiative?**

NHS England and Improvement and Health Education England is now investing in the training and recruitment of new High Intensity posts in IAPT services across England as part of a special initiative to accelerate the expansion of services. These trainee posts are open to people with a core profession (including many qualified counsellors and psychotherapists) who are not currently working within an IAPT service.

The training posts are salaried, training fees are funded and services will be strongly encouraged to make the posts permanent, following successful completion of training. Nationally, posts will cover several IAPT modalities (CBT, Counselling for Depression, IPT, DIT and Couples Therapy for Depression) and will be available in every region of England. The majority of posts and associated training will start in June 2021.

### **Why is this initiative happening now?**

The NHS Long Term Plan set out ambitious plans to see the number of people with anxiety disorders or depression who can access talking therapies through IAPT increase by an additional 380,000 per year to reach 1.9 million by 2023/24. In addition, the COVID pandemic has led to an increase in need, especially for the High Intensity therapies. This will require a

rapid and substantial expansion in the IAPT workforce and bringing in new talent to our NHS-funded services.

This initiative is specifically focussed on recruiting people from outside of IAPT with a core profession to support expansion of IAPT as set out in the NHS Long Term Plan. However, in addition to this specific initiative services recruit for High Intensity Therapist Trainees all year round and all of these posts are also open to people with a core profession (see more detail on who can apply below). If these roles are of interest to you, but timing is not right there will be further opportunities beyond this specific initiative and we would very much encourage you to contact your local IAPT service for more information.

### **Who can apply for these posts?**

Counsellors and psychotherapists interested in applying for these posts will need to meet the professional accreditation requirements set out in the IAPT Manual for the specific modality training.

For example, to apply for a High Intensity CBT trainee post you will need a BABCP-recognised core professional qualification as set out here: <https://babcp.com/Accreditation/Provisional-Accreditation/Core-Professions> (counselling, psychotherapy/psychotherapeutic counselling, social work, mental health nursing, occupational therapy, clinical, counselling, health, educational or forensic psychology, medicine or art therapy).

To apply for a High Intensity therapist trainee role in a non-CBT modality (e.g. Counselling for Depression, DIT, IPT, Couple Therapy for Depression) you will need one of the following professional accreditations:

- BACP Accredited
- UKCP Registered Psychotherapists or Psychotherapeutic Counsellors
- ACC Accredited
- NCS Accredited Professional Registrant
- BPC Registered

Further details will be set out in the job descriptions of advertised posts.

### **Where are the posts being advertised and how can I apply?**

Potential applicants must apply directly for a trainee High Intensity role with an IAPT service, who are the employing organisations. Posts will be advertised by IAPT services on the NHS Jobs website – [www.jobs.nhs.uk](http://www.jobs.nhs.uk). Some roles may also be advertised on local job sites or other recruitment platforms such as Indeed.

To find a trainee post in your region, search using keywords 'IAPT', 'Trainee' or the name of the modality you are interested in (e.g. High Intensity CBT, Counselling for Depression). Individual posts will set out further details about the eligibility criteria for applying.

### **When will the posts be advertised?**

Services are already starting to advertise posts and will be continuing to do so over the next few months, so do keep an eye out on the NHS Jobs website. Some roles may also be advertised on Indeed or other recruitment platforms.

### **I am interested in other job opportunities in the NHS. How can I find out more?**

Outside this specific initiative, IAPT services recruit to High Intensity Trainee posts across the year and are always looking to recruit people from outside the existing IAPT workforce with core professions. Keep an eye on [www.jobs.nhs.uk](http://www.jobs.nhs.uk) or the website of your local IAPT service to find these roles in the future.

In addition, the NHS offers a huge range of exciting and challenging opportunities for people who are passionate about making a difference. NHS services (including IAPT services, GP surgeries, secondary care mental health services and physical healthcare services) are always looking for talented people to join their workforces and contribute to the delivery of quality care for service users, families and carers. Posts are advertised on the NHS Jobs Website. For details of careers in the psychological professions see <https://www.ppn.nhs.uk/resources/careers-map>.